

isobel group limited
(including isobel advertising limited & isobel worldwide limited)

Introduction

1. isobel Group Limited and its subsidiaries (collectively referred to as “isobel”) are dedicated to preventing instances of modern slavery and human trafficking.
2. This declaration is formulated in alignment with the requirements of Section 54 of the Modern Slavery Act. It outlines the measures we undertake to recognise, address, and avert occurrences of modern slavery and human trafficking within our business operations and supply chain.
3. No instances of modern slavery or human trafficking have ever been reported within our business operations or supply chain.

Organisation’s structure

4. isobel is one of the UK’s leading independent creative advertising agencies. Our services include everything from brand strategy and creativity, production, design, social, influencer, PR and branded content.
5. The ultimate parent company of isobel is isobel Group Limited, registered in England with company number 09894489.
6. isobel’s supply chains vary, with a range of third-party companies, but primarily encompass production entities, media agencies, I.T providers and office maintenance suppliers .

Relevant Policies

7. We are committed to ensuring that no manifestations of modern slavery or human trafficking persist in any facet of our business or supply chain. Our anti-slavery and human trafficking policy reflects our commitment to operate ethically and uphold integrity in all business relationships, and to implement and enforce effective processes to thwart any instances of slavery and human trafficking taking place.
8. Regular, at least annual, evaluations of our human resources policies and procedures are carried out to ensure we are complying with current legislation. Our employment policies, noted in our Staff Handbook address various areas, including working hours, work conditions, anti-discrimination measures, workplace safety, leave entitlements, sick pay, and personal data protection.

Risk Evaluation

9. An annual assessment of the risk related to modern slavery and human trafficking is undertaken. This evaluation lies with our finance team and is led by our Finance Director, who manages all our HR & Finance responsibilities.
10. Operating in neither a high-risk sector or nor a high-risk jurisdiction, our risk assessment shows that isobel possesses a minimal risk of modern slavery within its operations. Nonetheless, we acknowledge a reduced risk associated with our third-party suppliers, notably production partners. As such, we’ve focused on minimising the risk of slavery and human trafficking through our supply chain through effective due diligence processes.

Due Diligence

11. isobel engages with a varied number of producers and service providers from time to time. Our intention is to engage only with producers and suppliers who meet our labour and welfare criteria or show a dedication to achieving these standards.
12. Any suppliers who are identified as potentially at-risk (usually through desk-based research and using available resources, such as the Responsible Sourcing Tool) we flag and do not pursue.
13. If a suspected instance of modern slavery arises, isobel staff know to follow a swift and victim centred response to ensure victims are safeguarded and supported in receiving justice and compensation. All isobel staff are to escalate the instance directly to our Finance Director and the board for immediate review, through a formal written process.
14. As part of our due diligence, we mandate all our suppliers to:
 - Adhere to all local and national laws.
 - Affirm that their practices and procedures prohibit any manifestations of trafficking and slavery within their operations and supply chains, including:
 - any threat of violence, harassment, intimidation and discrimination
 - the use of worker-paid recruitment fees
 - compulsory overtime
 - child labour
 - confiscation of workers original identification documents
 - Allow their employees the:
 - Freedom to terminate employment
 - Freedom of movement
 - Freedom of association
 - Offer their employees access to remedy, compensation and justice for victims of modern slavery.
 - Protect whistleblowers.

Each of these mandates is communicated to suppliers upfront & throughout each part of our procurement process, as well as monitored throughout the relationship.

15. We acknowledge also, that if not properly communicated, reviewed and trained within the agency, our own purchasing practices can inadvertently put pressure on suppliers, leading to modern slavery. Therefore, we make sure to consistently assess and make sure all isobel staff are aware of their responsibilities, in ensuring such conditions don't arise (e.g short lead times, unsustainable production costs etc).
16. We continue to raise awareness about the risks of modern slavery within our business and supply chain and therefore, will be implementing training for our finance team as they expand and develop the agency's supplier due diligence processes over the course of the coming year. Training will cover: comprehensive familiarity with modern slavery (both internally and within our supply network), protocols for grievances and reporting suspicions, and the reinforcement of the necessity for transparent and open sharing of supply chain details.

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Conclusion

17. isobel is committed to an ongoing review of its policies, procedures and contractual practices regarding modern slavery and human trafficking. Any amendments will be reflected in future annual statements.

This statement has been approved in relation to the financial year ending 31st December 2022.